



MIAMI BEACH

OFFICE OF THE CITY MANAGER

NO. LTC # 311-2012

LETTER TO COMMISSION

TO: Mayor Matti Herrera Bower and Members of the City Commission

FROM: Kathie G. Brooks, Interim City Manager

DATE: December 4, 2012

SUBJECT: City Manager Recruitment

The purpose of this Letter to Commission (LTC) is to provide an update on the City Manager recruitment.

Pursuant to the direction provided during the Committee of the Whole meeting that was held on October 24, 2012, Bob Murray & Associates (BM&A) expanded its City Manager recruitment efforts. Attached hereto is a list of additional applicants for the City Manager position received by BM&A since October 9, 2012. The list indicates the names of candidates, their current title, their current place of employment and the candidates that are recommended for preliminary interviews with BM&A (indicated by an asterisk). BM&A has advised that there are a few potential candidates, which are not included in this list with whom they are in detailed discussion with, and who are expected to apply by the end of the day. If said candidates do apply, BM&A will forward a revised list, which will be provided to you via LTC. Resumes for all applicants received by BM&A since October 9, 2012 are included with this LTC. Please note, all resumes received by BM&A prior to October 9, 2012, were provided to you via LTC # 255-2012.

When assessing candidates, BM&A considered multiple factors, including experience in municipal government, experience in a unionized environment, financial/budgeting strengths, experience with major capital improvements projects and diversity. BM&A will elaborate further on these criteria, as well as the candidates, at the Committee of the Whole meeting that will take place during the lunch recess of the December 12, 2012 Commission Meeting.

Additionally, attached is a revised tentative timeline for the recruitment process as envisioned by BM&A.

If you have any questions or need any additional information regarding this issue, please feel free to contact me.

C: Executive Staff

KGB/RG

F:\CLER\\$\ALL\REG\CITY MANAGER RECRUITMENT\LTC City Manager Recruitment (12-03-12).docx

RECEIVED
12 DEC -4 PM 6:11
HAYES/COMMISSIONERS

CITY OF MIAMI BEACH, FLORIDA

CITY MANAGER

APPLICANT LIST

CONFIDENTIAL

Name	Current/Most Recent Position	Organization	BMA Conducted Nexis-Google Search
1. Steve Barwick	City Manager	City of Aspen, CO	Y (*)
2. Danny Blair	Downtown Manager/DDA CEO	City of Albany	
3. Angel Cabrera	Legal Intern	St. Thomas University Bankruptcy Clinic	
4. Mario Cancio	Owner/Director	Mario Cancio Construction and Services LLC.	
5. Norbert Mike Castro	City Manager	City of Jersey Village	Y
6. Rene Cisneros	Owner Project Manager Estimator	Brownsville Builders	
7. Lavell Craven	Police Officer/Investigator/Supervisor	Prince George's County Police	
8. Tamberlyn Crayton	Human Resource Instructor	Virginia College	
9. Vincent Ewing	General Counsel	Alameda-Contra Costa Transit District	
10. Steven Falk	City Manager / Executive Director	City of Lafayette	
11. James Gleason	City Manager-Economic Development Director	City of Mascotte	
12. Charity Good	Economic Development Coordinator	City of Plantation	

* Recommended for Preliminary Interview with BMA
12/4/12

CITY OF MIAMI BEACH, FLORIDA
CITY MANAGER
APPLICANT LIST

CONFIDENTIAL

Name	Current/Most Recent Position	Organization	BMA Conducted Nexis-Google Search
13. Crandall Jones	CEO/Founder	ENOSHA Management Services, LLC	
14. Uvalda Jordan	Financial Advisor	Principal Financial Group	
15. Mark Lewis	City Administrator	City of Chowchilla, CA	
16. Sam Litvak	Community Association Manager	The Continental Group Inc.	
17. Johan Louw	Managing Director	Strat – Man - Intervention (International), Moreno Valley, USA	
18. Graham Mitchell	City Manager	City of Lemon Grove, CA	Y
19. Jimmy Morales	Shareholder	Stearns Weaver Miller Weissler Alhadeff & Sitterson, P.A.	Y
20. Carmen Olazabal	Development Services Assistant Director/ Building and Zoning Director	City of Coral Gables, FL	
21. John Perez	Project Manager of Engineering & Community Development Division	City of Oakland Park, FL	
22. Laurie Pettigrew	County Clerk	De Baca County	
23. Bill Press	Police Chief	City of Fairhope, AL	

* Recommended for Preliminary Interview with BMA
12/4/12

CITY OF MIAMI BEACH, FLORIDA

CITY MANAGER

APPLICANT LIST

CONFIDENTIAL

Name	Current/Most Recent Position	Organization	BMA Conducted Nexis-Google Search
24. Enrique Rivas	Owner/CEO	Kerg Engineering	
25. Frank Rollason	Architect's Representative	Rodriquez and Quiroga Architects Chartered	
26. Thomas Scott	Assistant Manager	Tredyffrin Township	
27. Daniel Smith	Vice President	CH2M HILL	
28. Titanna Steele	Executive Assistant	Tuscaloosa Housing Authority	
29. William Stone	Consultant	WYA Foundation, Inc	
30. Michael Suarez	Managing Director	KLP Industries	
31. Alejandro Vazquez III	Owner/President	Law Offices of A.J. Vazquez III	
32. Celina Wilson	SVP, Business Support Manager	Bank of America	
33. Tom Wilson	Assistant City Manager	City of Palm Springs, CA	Y (*)

* Recommended for Preliminary Interview with BMA
12/4/12

CITY OF MIAMI BEACH, FLORIDA
CITY MANAGER
REVISED TENTATIVE TIMELINE (3)

<u>ACTIVITY</u>	<u>CONDUCTED BY</u>	<u>DATE</u>
Outreach/Recruitment Closes	BMA	December 1, 2012
Review of Resumes and Nexis Newspaper/Google Checks	BMA	December 4, 2012
Commission Reviews Resumes	Commission	December 3-12, 2012
Commission Identifies who BMA will interview	Commission	December 12, 2012
Recommend Final Candidates to Commission (Review of candidates' BMA interviewed; Commission selects top 5-7 finalists for onsite interviews) <i>BMA Onsite</i>	BMA	January 4, 2013
Commission Interviews (5-7) Finalists <i>BMA Onsite</i>	Commission	January 16-17, 2013
Commission Chooses Top Candidate(s)	Commission	January 2013
Background Checks (top 1-3 candidates) (ie. Criminal, Civil, Education, Credit Checks)	BMA	January 2013
Selection of Finalist/Negotiations	BMA/Commission	January 2013